

**Current report 2/2020**  
**Orange Polska S.A. – Warsaw, Poland**  
**6 February 2020**

Pursuant to art. 5, item 5 of the Decree of the Minister of Finance of 29 March 2018 on current and periodic information disclosed by issuers of securities and the terms governing recognition of information required by the laws of a non-member state as equivalent information, the Management Board of Orange Polska S.A. ("Orange Polska") informs about appointment of managing persons.

**Mr. Mariusz Gaca, Mr. Jacek Kowalski and Mr. Maciej Nowohoński reappointed for new terms of office to the Orange Polska Management Board**

On February 6, 2020: the Supervisory Board of Orange Polska reappointed Mr. Mariusz Gaca, Mr. Jacek Kowalski and Mr. Maciej Nowohoński for the next terms of office as members of the Management Board. The renewals were made before the expiration of the current terms of office. The new terms of office start on the day of the next Annual General Meeting that will accept the financial statements of Orange Polska for 2019, for a period of three years. Mr. Mariusz Gaca is the Vice - President in charge of Consumer Market, Mr. Jacek Kowalski is the Board Member in charge of Human Resources and Mr. Maciej Nowohoński is the Board Member in charge of Finance and Carriers Market.

**Mr. Mariusz Gaca** (born 1973), Vice President of the Board for Consumer Market since January 2017.

He is also the Chairman of the Ethics Committee of Orange Polska. Furthermore, he is the Vice President of Employers of Poland and Chairman of the Polish Section of Business and Industry Advisory Committee to the OECD (BIAC). He began his professional career in the Elektrim Group in 1995. From 2001 he worked at the Telekomunikacja Polska Group as Director of Multimedia and was responsible for the development of Internet access for the consumer market. From 2009 he was the TP Group Executive Director and CEO of PTK Centertel (TP Group's mobile telecommunication operator) – a position which he held until the merger of PTK Centertel with Telekomunikacja Polska in 2013. From 2014 to 2016, he was the Vice-President of the Orange Polska Management Board in charge of Business Market. He is a graduate of Academy of Agriculture and Technology in Bydgoszcz and Warsaw University. He also holds an MBA from the University of Illinois at Urbana Champaign and is a graduate of the Advanced Management Programme (AMP) at INSEAD.

According to his statement, Mr. Mariusz Gaca does not conduct any business activity outside Orange Polska and is not a partner in any partnership under civil law or another type of partnership, or a member of a governing body of any incorporated company or any other legal entity which would be competitive to Orange Polska. Mr. Mariusz Gaca is not listed in the Register of Insolvent Debtors maintained pursuant to the National Court Register Act.

**Mr. Jacek Kowalski** (born 1964), the Management Board Member in charge of Human Resources since January 2011.

Previously, from 2009 he was the Executive Director in charge of Human Resources at Telekomunikacja Polska (now Orange Polska). He has worked for the Company for over ten years. He started his career in the Group in 2001 as Manager of Human Resources in Sales & Marketing at PTK Centertel. From 2005, he was the Branch Director for Employee Competence and Development Management. Prior to that, he worked as the Director of the Entrepreneurship and Human Resources School in Infor Training (an Infor Media Group company) and Director of the National In-Service Teacher Training Centre, responsible for the implementation of training programmes supporting the development of education in Poland.

He graduated from the Faculty of History at the University of Warsaw (1989) and completed postgraduate studies in local government and non-governmental organisations management also at the University of Warsaw (1996).

He is a member of the Advisory Board of the Polish Human Resources Management Association.

According to his statement, Mr. Jacek Kowalski does not conduct any business activity outside Orange Polska and is not a partner in any partnership under civil law or another type of partnership, or a member of a governing body of any incorporated company or any other legal entity which would be competitive to Orange Polska. Mr. Jacek Kowalski is not listed in the Register of Insolvent Debtors maintained pursuant to the National Court Register Act.

**Mr. Maciej Nowohoński** (born 1973), Management Board Member in charge of Finance since March 2014.

He has been with Orange Polska since 2003 and held several positions of growing responsibility in finance, including Orange Polska Group Controller in 2006–2014. He was a Member of the Management Board of Emitel from 2010 to 2011 and the Chief Financial Officer of PTK Centertel between 2011 and 2013. Since January 2020 he is also responsible for Carriers Market. Furthermore, he sits on supervisory

boards of selected subsidiaries of Orange Polska. Prior to joining the Orange team, he worked for Arthur Andersen & Andersen Business Consulting. He is a graduate of the Foreign Trade Faculty, Economic University of Poznań and the Dutch HAN University of Applied Sciences in Nijmegen.

According to his statement, Mr. Maciej Nowohoński does not conduct any business activity outside Orange Polska and is not a partner in any partnership under civil law or another type of partnership, or a member of a governing body of any incorporated company or any other legal entity which would be competitive to Orange Polska. Mr. Maciej Nowohoński is not listed in the Register of Insolvent Debtors maintained pursuant to the National Court Register Act.